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PROCEEDINGS
OF THE
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OF THE
MASSACHUSETTS AFL-CIO

September 29 and 30, 1994
MARRIOTT HOTEL
SPRINGFIELD, MASSACHUSETTS

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Friday, September 30, 1994
9:51 a.m. - 11:59 a.m.

I N D E X

	PAGE
Invocation, Reverend Jonathan Tuttle	3
Jay Roberts, Caterpillar Strikers	4
Report of Credentials Committee, Eleanor King	13
A. Joseph DeNucci, Auditor of the Commonwealth	14
Robert Markel, Mayor of Springfield	18
Mrs. Victoria Kennedy	24
David Hayes, The Staley Strike	31
Michael Griffin, The Staley Strike	34
Attorney General L. Scott Harshbarger	41
James Braude, Executive Director, "Graduated Income Tax"	53
Michael Noonan, New England Region COPE Director	63
Thomas Davis, U.S. Department of Labor, Secretary's Representative	71

PROCEEDINGS

MR. FAHERTY: We will open up the Friday session with the I know vocation by one of our own, Reverend Jonathan Tuttle, vice-president of the Mass. AFL-CIO and an AFSCME Council 93 business rep.

(Invocation.)

MR. FAHERTY: As usual, Brother Tuttle, gives the message and is very thorough. Thank you again.

I would like at this time to introduce Jay Roberts, who is the United Auto Workers International servicing rep. He's the past president of Local 786 out of York, Pennsylvania, representing 1500 Caterpillar workers.

He has been a Cat employee for 24 years, and his present assignment is a servicing rep for three Cat locals, York Pennsylvania, Memphis, Tennessee and Denver, Colorado.

He is also a member of the auto workers action team. They have developed the implant strategy which prepared and mobilized members for this current strike.

As you know, this is the second time

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that they're out, and I want you to give a great Massachusetts AFL-CIO welcome to Jay Roberts. Jay?

(Applause.)

MR. ROBERTS: As we say, in the great State of Pennsylvania, good morning, but I'll try to be hospitable and say, "Good morning. How are you?"

I bring you greetings from the 14,000 striking UAW members at Cat. And we appreciate the opportunity to be here with you to share the story of our struggle and, hopefully, to give you a wake-up call.

I have with me Terry Orndorff who is the bargaining agent of UAW Lowell 786. And we'll be around briefly after the meeting if you have any questions.

It's ironic that we're here today because today is the third anniversary of our struggle at Cat. Our contract expired three years ago today at midnight. And we've been in this battle because Cat started as early as February 1991 in this all-out attack on its workers and our members.

A little bit of the history. When the contract expired, we went on an extension three years ago. We were on that extension for approximately one month. We then made a conscious decision as a central bargaining committee to use the tool of selective strike. There are seven Cat locals throughout the country that are governed under the master agreement. And we chose to try and pick the hot spots, to put as few people on strike as possible.

The initial strike beginning November 3 at midnight of 1991 involved approximately 2200 people of the then 15,000 members. Cat retaliated three days later and locked out 5600 members at other locals.

That strike, that economic strike went on for a period of five and a half months. And ironically, on April 1, April Fool's Day of 1992, Cat pulled out the ultimate weapon and threatened permanent replacements.

Approximately 14 days later, again the central bargaining committee made a decision to put our people back at the plant and develop a corporate campaign for inhouse strategy. And we

did that beginning in June of 1992, we began to organize. And that is, being somewhat of a service industry ourselves, our members, like, I'm sure, yours, rely too heavily on the leadership of your union and don't exactly know how to do things for themselves.

Well, I'm here to tell you today, the Cat workers know how to do things and they're being very, very effective. In the training, we did things like work to rule, leave your brain at the gate, do what the boss tells you to do when he or she tells you to do it and exactly how they tell you to do it. If you want to gum up an operation, that's the best way I know how.

(Laughter.)

MR. ROBERTS: That corporate campaign stayed in effect from June of '92 until most recently when we went on strike on an unfair labor practice on June 21 of this year.

Now, how did we get from the return from an economic strike to the unfair labor strike we're presently on today? Well, Cat pulled out the big weapon. They started feeling real good about themselves. They thought they had defeated the UAW

membership in their plans. Wrong, drastically wrong.

They started using threats, harassment, illegal suspensions, illegally discharging people for exercising their rights under the National Labor Relations Act.

Today, the unfair labor practices issued against Cat total 101 and it's changing daily. There's another 70 complaints under review and an additional 50 charges pending. Cat's only response to this unprecedented violation of federal labor law is that, by the issuance of a complaint, the board is just simply saying they might have done something wrong.

Now, I don't know how many of you were involved with dealing with the National Labor Relations Board, but I think it's a pretty comprehensive process we go through. We may place a charge or allegation with the board. They do a very intense investigation on it, speaking with both parties involved, and then make a recommendation to the regional director.

The regional director has the opportunity to check with general counsel in

Washington for the board and then issue the complaint if they so deem it necessary. And like I say, 101 times, they've deemed it necessary.

What else has Cat done? Well, since the beginning, they've done nothing more than serve as bargainers. On April 6, they implemented their final offer.

Now, you've got to get the mentality of these folks. Let me now read to you their last offer to the UAW, which was made on May 12 of 1994.

It's on Cat letterhead, just so you know what I'm going from. The offer made to us was, look, this thing has gone on long enough. We're going to remove our final offer. We suggest we enter an intense period of negotiation, let's say, for 30 days.

During the 30 days, the offer we just removed will stay in place. At the end of the 30 days, whatever bargaining position is on the table by Cat -- it could be better, it could be worse -- your membership will get to vote on. If they accept it, that's our contract. If they reject it, the offer we removed and then put back in place,

becomes legal and binding.

How many of you here would accept that offer?

(Laughter.)

MR. ROBERTS: We didn't either. You talk about taking the shirt sleeves out of a vest. But that's the mentality.

Cat today is probably the worst corporate outlaw we have in America. It's not just the National Labor Relations Board that is investigating Cat and is issuing complaints. OSHA has lodged over 70 complaints in the fiscal year 1993 for serious and willful acts or violations of the OSHA legislation.

The Security & Exchange Commission investigated Cat and found them guilty of falsifying records on their Brazilian operation. They said things were better than what they were. That was based on a lawsuit. They thought they had the lawsuit resolved on an out-of-court settlement for 23 million dollars because they have a private insurer who would have paid. And all parties agreed except for the insurance firm. The liability clause in your insurance policy says they

will pay if you inadvertently misrepresent the facts, not if you downright lie.

So, Cat has a problem. They're also being investigated today by the Federal Trade Commission. The Federal Trade Commission is investigating a blacklisting they have developed with Parks Distribution Centers around the country.

Cat says, you can only sell our parts. You can't sell our competitors'. They've blacklisted entire dealerships from selling Cat parts.

The morale at Cat today is very high. Cat thought that they could knock down UAW members. As a matter of fact, in Terry's plant, and I was president at the time, they made the ultimate threat of a plant closing.

Mohawk Valley Formula is a formula that's been around since the 1940s. And it's a pretty successful formula. The corporation goes out and tries to convince the communities where the plants are located that they're right and union members are wrong. They do things like get local committees together. In York, we had a group

called CatNip and CatNess in Pennsylvania, which involved a local Congressman which we don't think too much of.

They went through the bargaining. They've taken on the acts of threats, intimidation, threats and harassment and none of it has worked. They are as strong as they were three years ago on this anniversary, the Cat workers. What I need to ask you for is your support. This is a wake-up call.

Not since PATCO, folks, has there been such an outright assault on organized labor to this degree. Remember the 8200 PATCO members that Reagan ultimately got rid of for striking? Well, Cat's goal in this thing is to become union-free, and we're not going to let that happen.

(Applause.)

MR. ROBERTS: You can help us prevent that from happening. There are informational handouts to bring you further up to date on the Cat struggle on the table outside.

There's also a listing of the seven Cat locals with their presidents and the addresses of those locals. I'm asking you today to take

time, write a letter of support, send it to that local. You don't know what a morale booster it is when those letters are circulated on the picket line knowing we have friends in Massachusetts or someplace else.

We're doing this around the country, we're asking for that type of support. I'm asking for a cash donation of 29 cents for the stamp, and that's all I'm asking.

In closing, what's happening at Cat affects every one of you in this room. We cannot afford to lose this battle. We will not lose this battle. We are fighting for justice and not just for us. And there's a lot in those two sentences. And if you understand those two sentences, I'm sure you'll get on board.

When I was told I was speaking here this weekend, I thought I was following your honorable senator from Massachusetts, and then I was informed yesterday I was in front of him.

If you want to hear the long version, I'm going to be in the great State of Kansas. Bob Dole follows me. And I promise you one of the best filibusters you've ever seen.

(Applause.)

MR. FAHERTY: Jay, thank you very much. And we wish you the best of luck. Our hearts and souls are with you. And we'll win this struggle. We've been in it before, and we'll win this struggle also.

Could I ask co-chair Eleanor King to give the final report on the delegates.

MS. KING: Good morning. As of 10:00 this morning, there were 281 delegates, 14 alternates, representing 117 votes, with total votes of 89,701. The committee recommends adoption and I so move.

MR. FAHERTY: Do I hear a second?

VOICES: Second.

MR. FAHERTY: You have heard the committee record. All in favor, say, "Aye."

VOICES: Aye.

MR. FAHERTY: Thank you very much. Your committee is released.

(Applause.)

MR. FAHERTY: To introduce the next speaker, a fighter of our own, the executive vice-president of the Massachusetts State Labor

Council from AFSCME Council 93, Joe Lydon.

MR. LYDON: At this time, it gives me great pleasure and an honor to introduce a guy that's been a champion all his life. When I say that, he's been a champion for labor. In the House of Representatives, he has an impeccable record. And as a state auditor, Mr. Weld has to come to this gentleman to find out if privatization will pay off or work.

So, without further ado, I'd like to introduce to you my great friend and your friend, the auditor, Joe DeNucci.

MR. DeNUCCI: Thank you, Joe. Distinguished members of the head table. Good morning and it is a pleasure to be here among great friends at your annual 37th convention.

I want to thank you for your invitation to be here today and a special thank you to the AFL-CIO and all the union locals for your endorsement and support in my campaign for reelection as state auditor. I truly appreciate it. And I appreciate the privilege of being part of your program here this morning.

Organized labor has been one of the

most important political forces in America for achieving fair and progressive social and economic policies and for improving the lives of working men and women. I believe that government, too, has a role and a responsibility to promote fairness, to promote protection and opportunities for working people and to help assure that everyone has the opportunity to share in the American dream.

I bring my values with me to the office of the state auditor. I have said many times and I believe that the cruelest tax of all is waste. It hurts the taxpayer, and it hurts people, often the youngest and the oldest and those most in need of services from government.

Over the past eight years, I have worked very hard to make the state auditor's office a more effective force in state government. I have been independent and objective, and my auditor identified more than 800 million dollars in cost savings opportunities and allowable and unnecessary expenditures and uncollected revenue over the Commonwealth. My office has helped the Commonwealth save and recover hundreds of millions of dollars.

As Joe said, now more than ever, the Republicans want the state auditor's office. Their goal and their commitment is to privatize state government. And they believe that I stand in their way.

The Pacheco Law requires the state auditor to make sure that any proposal to privatize state services results in true cost savings to the taxpayers and to the Commonwealth. My audits have shown that privatization without strong and independent oversight is vulnerable to favoritism, waste and abuse.

(Applause.)

MR. DeNUCCI: I strongly favor the cost and quality protections of the Pacheco Law and the protections it provides to workers. And I will provide strong and independent oversight that is required.

I believe that organized labor still remains the backbone of the democratic party. I believe that.

(Applause.)

MR. DeNUCCI: We need you to stay active and to remain a powerful political force.

No other group can fight so effectively against special interests and on behalf of the workers, the working class and the middle class people.

I have seen the difference you have made in people's lives. And I commend you, and I respect you.

Again, I want to thank you for the honor and the invitation to be invited here this morning. And I'm going to thank you again for your continued support. I need you in this campaign and the democratic party needs you for victory in November.

Good bless you. Thank you. Keep up the good fight.

(Applause.)

MR. FAHERTY: Let me tell you something about this guy, he was due to go to a speaking engagement over in Waltham. And he found out that there was a rat contractor doing the work over there. Local 17 of the sheetmetal workers informed about it. And he refused to go into that hotel. That's the kind of guy he is.

(Applause.)

MR. FAHERTY: To bring you the

greetings of this great City of Springfield in the golden west, in the second term as mayor of Springfield, he has his hands full as mayor of a very large city in these economic times. He's here to bring the greetings of the city, the Honorable Robert Markel. Give him a great hand.

MAYOR MARKEL: Mr. President and honored guests, ladies and gentlemen of the AFL-CIO. I understand this is the first statewide convention to be held in Springfield in a generation. So, I want to say to you, welcome. We're very happy that you're here.

And as you all know, we have a very long and distinguished tradition of union labor in this area. And we're very proud to have you here and certainly want to encourage you to come back. I'm telling the democratic party the same thing, by the way, but up until this point, it's falling on deaf ears. We did have the Republicans here this year. So, I think the pressure is now on.

I understand that Mrs. Kennedy is here and that while I'm here to give you the greetings of the city, I'm actually going to warm up for Mrs. Kennedy. So, let me just tell you a

little story which I think will be of interest to all of you and which will underscore the need for everyone to be active this year on behalf of all of our democratic candidates but in particular, for our senior senator.

We are desperately in need of a central facility for our Department of Public Works as well as a facility to consolidate other governmental agencies. This is something that has been on the drawing boards for more than 10 years.

We bought a building in this city which was the former home of the post office department called the Tapley Post Office. That building has sat vacant because we have not been able to get the financing to do the job.

As a result, we have DPW workers who are working out of doors year round fixing vehicles and doing lots of other necessary maintenance work because we don't have a building where they can work. Their old building was condemned in 1990. It is a hardship on the employees and it doesn't make sense for the City of Springfield not to be able to have a central facility.

The only way we can move ahead with

this project, which, by the way, is a nine-million-dollar project which will be very significant and important in generating new jobs in construction and other jobs in our area. The only way we can move forward with this project is to get federal support.

Congressman Richard Neal, who is the congressman from the second congressional district and is a former mayor of this city, has been working actively to make it happen in the House of Representatives. He proposed a five-million-dollar federal grant to enable us to do the construction work. He's worked on it since he's been in Congress.

Last year, we almost had it and lost it in the Senate. This year, as of last Tuesday, President Clinton signed the legislation that will enable us to move ahead with this very significant project for our economy in this area as well as for the City of Springfield.

Congressman Neal has been out there working very hard. I don't want to say anything that would detract from the work that he has done, but let me tell you this, it happened because Ted

Kennedy, in the Senate, went to bat for this legislation and went to bat for that money.

(Applause.)

MAYOR MARKEL: Having the seniority and the respect that he does in Congress, I can tell you when you sit across the table from him and he says, I'm going to do my best to see to it that this measure is included in the appropriation bill, that's all you need. That's all you need. He makes things happen.

And I think the fact that the voters of this state could even entertain someone else representing us in the Senate is ludicrous. Ted Kennedy is a consistent supporter of labor and a consistent supporter of the best interests of our state.

And at times when the newspapers are talking about polls and perhaps some uncertainty as to the outcome of this election, I'm here to say he works for us quietly. He does the job here for us in western Massachusetts. Because of him, we're going to start a construction project next year that's going to employ a lot of people, including union labor people in this project.

(Applause.)

MAYOR MARKEL: And he is clearly a senator who is called a national senator. He clearly has an important voice in international affairs, but he makes it happen for cities like the City of Springfield.

And I want to say for all of us, let's get out there and make this happen for Ted Kennedy. I can't say enough for that senator and his staff. That's the other thing that doesn't get published in the paper.

When you go to Washington and have something to be accomplished, Ted Kennedy has the best staff that I know of in Washington. He has knowledgeable people who know the legislation, who know the roots and can tell you how to get done what you want to get done. I can't say enough good about the work that he does for all of us.

That having been said, I understand Mrs. Kennedy is here. Again, I'd like to say thanks to all of you for being here this weekend. We hope you enjoy yourself. Spend a dollar if you can in some of our fine establishments around town, and we hope to see you back again soon.

Thank you.

(Applause.)

MR. FAHERTY: Thank you, Mayor. I want to say to these great staffers, want to run that video, please.

(Videotape shown.)

MR. FAHERTY: I give you Mrs. Reggie Kennedy.

(Applause.)

MR. FAHERTY: I think as you all know, Senator Kennedy has to be on the senate floor this morning because of a filibuster. He would be here, but you can understand, if he missed a closure vote, what his opponent would say, to come before this crowd. His first duty is to be on that floor as he has been for us for the past 32 years.

(Applause.)

MR. FAHERTY: However, we have in his stead a woman who is not in the senate but in the home of a senator. In fact, she had the President at her home last night. And we really appreciate her coming down to give us the word that the senator would be giving us today.

I give you Mrs. Reggie Kennedy.

(Applause.)

MRS. KENNEDY: Thank you very much. To Joe Faherty, your president, my friend and my leader. It's so wonderful to be here with you today. I'd also like to give special thanks to Bobby Haynes, Rich Rogers, Rich Walsh, Mike Noonan, Joe Lydon, John Phinney, Jimmy Farmer and all of you for your constant, consistent support of Ted, Ted's campaign. We really couldn't do it without you. And it's a real honor to be with you here today.

All of you, the working men and women of Massachusetts, are our family. And there's nothing that would keep Ted from being here today except this vote on the floor of the Senate. And there's not just one vote. There are more votes. And these were not even votes scheduled until late yesterday afternoon. But he asked me if I would come, and it is a terrific honor for me to be here.

I'm here to give you his greetings and also to ask you for your help and your support on November 8.

One of the first public events that

Ted ever took me to shortly after we were engaged was the annual convention for the ILGWU. And I'll never forget it, what an event it was. What a way to come into this family.

As we walked into the convention hall, they started playing Solidarity Forever except they started singing different words, "Teddy Kennedy forever."

(Applause.)

MRS. KENNEDY: I must say, that sounds very good to me. So, I really appreciate your help and support. Will you stand with us on November 8 and help get that vote out so Ted can return to the Senate?

VOICES: Yes.

MRS. KENNEDY: Let's say it one more time. Will you stand with us on November 8 and help get that vote out so Ted can return to the Senate?

VOICES: Yes.

MRS. KENNEDY: Thank you so much. I think all of you know my husband's firm, vocal and unwavering support for the labor movement in this country. That support for the working men and

women of this state and our country is really at the core of who he is. It's not only his private belief but it shows in his public policy positions that he takes every single day that he's in the United States Senate.

From the time that Jack Kennedy was elected to the Congress in 1946, there has been a Kennedy brother on the Labor Committee in either the House or Senate. And now, my husband is the Chairman of the Senate Labor Committee. And from our point of view, that's the most important committee in the Senate.

(Applause.)

MRS. KENNEDY: Every matter that affects working families in this Commonwealth and throughout this country comes through Ted's committee, and he's been there strongly and effectively advocating for his vision of a better America. He has led the way on every fight on every bill that deals with the rights of working men and women; the minimum wage, the right to organize, the right to safety and health in the workplace, the right to be with a newborn baby or a sick family member without losing your job, the

right to a descent education for our children and the list goes on and on.

But we have to return Ted to the Senate to complete the unfinished labor agenda, to continue to fight for the prevailing wage --

(Applause.)

MRS. KENNEDY: -- to continue to fight for passage of the striker replacement anti-scab --

(Applause.)

MRS. KENNEDY: -- and to continue to fight for quality, affordable health care for all Americans that can never be taken away.

(Applause.)

MRS. KENNEDY: He needs your help. He needs your support. He's been there for you, and now I ask you from the bottom of my heart, will you be there for him?

VOICES: Yes.

MRS. KENNEDY: Thank you. He's in a tough fight against an opponent who is no friend of the labor movement. And as far as Ted and I are concerned, the most important thing in the world is family. And as I said at the outset, you are our

family.

We've got five and a half weeks to go. I thank you for your help. I thank you for your support.

And I thought I would just read the back of this wonderful T-shirt that was given to me. "If not here, where? If not now, when? If not us, who?"

Thank you very much.

(Applause.)

MR. FAHERTY: Did we get the right replacement?

VOICES: Yes.

MR. FAHERTY: Listen, we want you to get involved. If you're from the Northeastern part of Massachusetts and you are committed to helping Senator Kennedy's campaign, tomorrow at 10:30 at the Topsfield Fair, there will be a visibility. We know Romney is going to be there. We need 400 trade unionists out there. The signs will be there. Everything will be there except you, and we need you to be there tomorrow at 10:30 if you're from that area.

If you're not from that area, at 7:00

tomorrow night, on Lansdowne Street, there is another visibility. If you're from the greater Boston area, behind Fenway Park and Lansdowne Street, make sure you get you and your members to get there.

And if you're from central Massachusetts, and you'd like to help Senator Kennedy, Tuesday, October the 4th, mark it down, at Mario's Restaurant, in the parking lot at 274 Main Street, which is in Southbridge, at the corner of Main and Central Street. That's at 11:30 a.m., Tuesday, October the 4th, for the people who are in the central part of Massachusetts.

We will be having more visibility being done throughout the state but I want to let the delegates know the ones we have set up right now, Saturday morning, 10:30, Topsfield, Saturday evening, Lansdowne Street behind Fenway Park in greater Boston, 7:00, Saturday evening, Tuesday, October the 4th, in Southbridge Massachusetts for those who are in the central part of the state at 274 Main Street at Mario's Restaurant parking lot.

Right now, you have seen the booth out front with the Staley workers. You saw the

Staley workers come in with Mrs. Kennedy.

What they have gone through in Decatur, Illinois is a struggle. That's a lockout. And when you see this video of how they've been attacked by the police in Decatur, Illinois, their own neighbors, to try to get something that they are looking for from that company, could we have that video, please.

(Videotape shown.)

MR. FAHERTY: And we thought that left back in the '30s. Is this America?

VOICES: No.

MR. FAHERTY: Are we going to help these workers?

VOICES: Yes.

MR. FAHERTY: David Hayes and Mike Griffin, they're both 28-year employees and members of UPI Local 7837. They are representatives of the 760 locked out families who, in Decatur, Illinois, have been locked out for 16 months, 16 months on the lockout, with scabs going in doing their work. Let's give these brothers a great welcome to Massachusetts.

(Applause.)

MR. HAYES: Greetings from the 760 locked out workers in Decatur, Illinois. My name is David Hayes. I've been locked out of my job 16 months. I'm a 28-year employee. I've been locked out of my company, a company that made 239 million dollars last year. Since when is that not profit?

I've been locked out in the name of competitiveness. They can't be competitive with our wage and benefit package. Unfortunately, what you've seen on that monitor up there today is the rule and not the exception. We're at the front line of the labor dispute because we've been locked out for 16 months.

I'm going to give you some statistics. They're sad statistics. We have been existing on $60 a week plus fundraising. We have had 14 divorces as a direct result of this lockout. We've had 22 people lose their homes as a direct result of this lockout. We've had 142 people lose their mode of transportation as a direct result of this lockout.

We need your support. We need it bad, in the worse way. Now, in a town of 84,000, we have at Cat, UAW brothers on strike. They've

been behind us from the beginning. URW, United Rubber Workers of Firestone are on strike. They're all reading from the same book and same page. It's 12-hour shifts rotating.

They want to take all our seniority rights away. I'm not going to get into contractual issues because the next people will get into those. This company made 239 million dollars.

They drew the line when they locked us out at 2:30 in the morning on June 27. We can't fight them dollar for dollar. We've been fighting them on $60 a week.

We need your financial support. We need your solidarity. We need your help in boycotting these products and these people that you saw on the monitor up there.

And if you think what they're doing to us outside the gate is bad, let me tell you something, people, you haven't seen the other video.

The brother with the loud speaker there talked about a brother by the name of Jim Beales. I saw him that day at 3:00 on the day he died. And my words to him was, "Jim, how are you

doing?" He was a friend of mine.

He said, "Dave, not so good. They're forcing me on overtime on a job I know nothing about. And I'm going to file a grievance right now."

What we did not tell you is Jim Beales is dead. This is after Tate & Lyle bought us out. He went in the ethylene oxide tank. That robs the air of oxygen. A safety valve didn't hold. When his wife brought his lunch out to him at 5:30, he was already dead.

We have, since the lockout, an 18-year member with a three-year-old-daughter that has liver cancer with no health insurance. We have two members whose wives has cancer, and they're not going to make it with no health insurance.

I'm a victim of lung cancer from breathing asbestos and chemicals in that plant. The day that Jim Beales died, I was taking asbestos training and I already had training. He's dead, and they took out half a lung from me.

When I confronted the company with this issue, I'm a 28-year-employee, they said, "You didn't get it out of here."

I come directly from the United States Navy, a Vietnam vet, just like my prodigy here, straight to the company and went to work, and I didn't get it from there? Some of you are going to ask, was I a smoker. No, I wasn't.

When they took out half my lung, they found chemical contamination and asbestos fiber, and the company is fighting that today. I have no medical insurance either.

The lady that has fatal cancer is my wife's hairdresser. Her husband has been out at Staley 22 years. She's going to die, and he don't know how he's going to pay for it. That's where we're at today.

I need your continued support. Labor has been very good to us. I been all over the country, I been to California, Wisconsin, Detroit, and now I've been to Massachusetts. And I know you people are behind us.

The next speaker will get into some of the contractual issues. His name is Mike Griffin.

MR. GRIFFIN: Did you ask yourself what year you were looking at when you watched that

film? It really doesn't make any difference. Discrimination in this country has always been economic, whether it was slave labor or whether it was wage slave labor. In 1984, 1994, it doesn't make any difference. There's really no difference between the Klu Klux Klan and corporate America, except corporate America wears pinstripe suits.

(Applause.)

MR. GRIFFIN: The major issue in our dispute was they came at us with the best and final offer. They met 37 times on gender changes. They tried to take our contract from 119 pages and 50 years of collective bargaining with one work stoppage down to 15 pages of management rights. We said no and we showed them.

When they started imposing that agreement, we worked in the plant for nine months on an in-plant strategy which was possibly one of the most creative plans in modern labor. And when they could no longer harass us in the workplace, they locked us out claiming sabotage. Yet, no one had ever been disciplined, discharged or even had charges filed against them for sabotage. It was simply a lie.

Therefore, this lockout is illegal. That's why we have the postcards out here. We ask you to fill them out and send them in. We want the board to rule this century, not in the next century. You know how the board is.

Unfortunately, the board and OSHA have become national unions. They are toothless. They do you not much good at all. We know because we filed many charges.

I personally have 46 charges against the company with the NLRB and OSHA, including an 11-C complaint which will guarantee my job back because the company discharged me illegally in a case they know they can't win. They simply wanted me off the shop floor. That means they respect you when they do that.

They not only want 12-hour rotated shifts. They want to take six to eight thousand dollars a year away, cut our grievance procedure, destroy a very comprehensive safety program that we had, take away seniority. Not only those items were on the table, but they wanted to get hold of the work force. They alone erode seniority. They alone destroy what unions are all about.

How many of you would like to try to raise a family when you're working a 12-hour rotating shift. You have no social status left. You have no dignity left.

In 1991, after the death of Jim Beales, there was an OSHA walk-around inspection. The company was cited for 1298 full, serious violations and 18,000 light violations. That's how bad our plant had gotten because they had allowed the plant to erode, putting all their money in profits and nothing in people and nothing in health and safety. That's typical in America today.

This is not about foreign ownership. This is about corporate America, about corporate greed as they tried to take this company into a new world order. And I know you've heard that term.

That new world order is a two-class system with the extremely wealthy and powerful and then there's the rest of us. And guess where all of you folks fit in, the same place I do. It's not right. It's not moral, and we're not going to stand for it anymore.

(Applause.)

MR. GRIFFIN: We've got many ways

that you can help us. We're going to put together a support group here in Springfield, hopefully, one in Boston as well. We urge you to become members of those support groups and help keep this fight alive on the east coast.

We have shirts and videotapes outside. We have an adopt-a-family program and a legal defense fund that's going to become very important. In Decatur now, the URW, the UPIU meet jointly in our hall each week for strategy sessions and coalition sessions.

Two weeks ago, the city council tried to pass a nine-page document which would prevent us from rallying, from assembling, from marching. We've been arrested for wearing red shirts in a park, for illegal picketing and singing labor songs. We put 300 people in that city council meeting and after a three-hour marathon screaming match, that ordinance went away very quickly.

(Applause.)

MR. GRIFFIN: We have a labor coalition group. We're going after three city council seats and the mayor's job. If the mayor can't do it, we will.

(Applause.)

MR. GRIFFIN: October 14, at 2:00, there's going to be a rally in Decatur, Illinois where we're going to burn their best and final offer in effigy, and we expect a bunch more arrests.

(Applause.)

MR. GRIFFIN: We urge you to come to Decatur, Illinois. Bring bail money and a bad attitude. Thank you.

(Applause.)

MR. FAHERTY: These brothers and sisters out in Decatur need our help. This booklet is out on their table.

I'm going to make a corporate decision right now. Bob hasn't heard about it, but the Massachusetts AFL-CIO will write a check for a thousand dollars to the strike fund.

(Applause.)

MR. FAHERTY: And we want every member, every local union to get involved, write checks. This is what is needed to take care of their corporate greed in America because, don't forget, if it spreads, it goes to the east and west

coast.

Just think what will happen if we have those companies Mitt Romney has. Just think what will happen over here. Let's get behind our brothers and sisters and do whatever we have to do. Thanks again.

(Applause.)

MR. FAHERTY: The next speaker was elected Attorney General in 1990. And at that time, he laid out an agenda to meet the challenges of the '90s. And he's been very aggressive in following that agenda.

And this year, he has been given the challenge of the enforcement of power that was formerly with the Department of Labor & Industries. His office had followed through and just recently a company was indicted on failure to pay the proper wage for workers' comp, the first ever not only in the State of Massachusetts but in the country where a company was indicted for failure to pay the rate on workers' comp.

I give you Scott Harshbarger, the Attorney General of Massachusetts. Scott?

(Applause.)

MR. HARSHBARGER: Thank you very much. I'm honored to be here. It's a great privilege for me, and I thank Joe Faherty, the executive board, my brothers and sisters of the labor movement for honoring me and giving me this opportunity today.

I do want to insure, as Joe told me when I have to speak to this number of people, to remind me that there are other people on the program to speak. And at this point, the shorter I can be, the more support I'm going to continue to have.

And so, for one of the few times that I see this kind of a crowd, I will try to adhere to that principle or, to put it another way, to that order for President Faherty.

I've been coming to these conventions for many years. I have enjoyed the support of working men and women in the labor movement, in my campaigns for district attorney in Middlesex County and as Attorney General. I am honored to have the widespread support that I have received this year in my campaign for Attorney General, because these are difficult, challenging times. But labor has

always been there for me, and I hope that you feel and that you always will feel that I will be there for you.

(Applause.)

MR. HARSHBARGER: We have experienced a number of changes over the past decade. We saw the boon years of the 1980s together when everybody was out to make a fast buck and argued that union labor was quaint and antiquated. It was too slow. It was too expensive to be competitive, but together we fought them and we won.

We saw the collapse of the boon in the early '90s when they argued that the labor movement would make it impossible to operate a company or build a building because union labor was quaint and outdated, that union workers got too many benefits like health care and safety training, but together, we fought them and won.

Today, we face perhaps the most significant challenge yet in this state. The Republicans have lulled the people of Massachusetts to sleep and promised them easy, quick-fix solutions that they can never deliver. They've suggested people don't need labor unions or don't

need democratic office-holders; that those people and those protections they bring to working men and women of this state are somehow quaint and outdated. They're playing people off against one another, rich against poor, old against young, white against non-white and appealing to the lowest common denominator of all, fear and fear of the future.

I'm here to tell you that together we can and we will fight them again. And together, we will win again. We must win again.

(Applause.)

MR. HARSHBARGER: Let me just share with you a couple of specific examples about how I as a Democrat will be willing to fight on your behalf. I believe I've made a difference to you and to the members of your organizations.

Last year, it became all too clear that our Republican governor had no intention whatsoever of enforcing the labor laws of this state. The legislature took the extraordinary step of taking his enforcement powers away and vesting them for the first time in the Attorney General of this Commonwealth.

When we opened the doors of that morbid agency, what we found was shocking. We found a toothless tiger. The prevailing wage and child labor divisions had been decimated by our governor's budget cuts and his failure to act. Cases were backed up, calls were going unanswered and workers were not getting the paychecks due them.

With your help, I formed a Fair Labor In Business advisory group to figure out how to get this enforcement arm of our government up and running again.

We hired new staff, reopened that office and started doing the job the Republican administration had neglected. The results have been clear and immediate and we have just begun.

In the first 11 months of operation, the Attorney General's Fair Labor In Business Practices division has shown what can happen when you take this job seriously. We've recovered over one million dollars in wages for Massachusetts workers. We have issued over 800 citations for violation of the child labor laws. We have used criminal complaints, investigative grand juries and

every means at our disposal to indict in two dozen prevailing wage cases to send the unmistakable message that when it comes to enforcing the wage laws, we mean business.

And perhaps most significantly, we've resolved more than 150 bid disputes in a timely manner putting thousands of working men and women back where they belong, on the job. This has been done because all you asked me to do was to be fair but be aggressive, be uniform and consistent. And we have just begun together to win this fight and we will continue with your help.

(Applause.)

MR. HARSHBARGER: I want to also mention an issue Joe raised because it was related to this. A lot of our work has been focussed on workers' compensation fraud and health care and other related issues. We have focussed on employees that violated that law but also on all the players, employers, lawyers, doctors and others.

The indictment that we brought is important because it was the first time, as Joe mentioned, in the history of this state, and we

believe in the history of the country, that we have indicted employers for understating the number of employees, classifying them as independent contractors so that they did not and would not have to pay workers' compensation premiums.

Now, that may seem obvious to you but the reality is, this is a tough area of law, but we believe this indictment will send the message that you cannot intentionally understate your payroll or misclassify your employees to escape payment of protections for workers, but it will also apply in many, many other areas, including prevailing wage enforcement and other areas as well.

And so, we urge you to keep an eye on that. And we thank you for your support in making this kind of focus possible.

But now, let me also turn to a couple other challenges that we face. We face a Republican challenge in this election year that all of you know is very serious. They tell us that our senator, Edward Kennedy, because he has served for a long time, is quaint and outdated. They urge us and the people of Massachusetts to turn our back on a man who has been there for us in every major

issue of our time, popular or not. This is a man who they want to eliminate from public office to give Bob Dole another vote to block health care reform, to stop welfare reform and to continue the gridlock and, more importantly, a man whose record in the past is simply prologue for what he can do now as a leader for Massachusetts and for working men and women.

We must, together, fight them and we must win the reelection of Ted Kennedy.

(Applause.)

MR. HARSHBARGER: They've also asked us to reelect their Republican governor because the ideas put forth by his democratic opponent are quaint and outdated. I don't think fighting for education reform, real economic development, honest government and meaningful public protection are quaint or outdated and neither do you.

That election, too, cannot be taken for granted. Together, we can fight them and together, we can win back the governorship of this Commonwealth.

(Applause.)

MR. HARSHBARGER: Just to be

parochial, to return to my own race, and your support has been tremendous, but I have an opponent who is giving many of the same Republican rhetoric, talking tough, offering easy solutions, playing to people's fear of crime. The fact of violence in our community is real, but my opponent says we should stop doing everything else we do as the Attorney General, including protecting working men and women, fighting against consumer fraud, protecting the elderly, fighting insurance rate increases, utility rate increases, telephone increases, in order to fight violent crime alone.

My friends, I take a back seat to no one when it comes to fighting crime. I've put more people in prison over the past 12 years as District Attorney in Middlesex County, as Attorney General of this Commonwealth, than any other prosecutor in this state.

My urban violence strike force today is working for the first time in the history of this Commonwealth with district attorneys and police in this Commonwealth, shoulder to shoulder, prosecuting gun, gang and drug cases. We have taken some of the most dangerous people in this

state off the street and put them behind bars. We have passed meaningful legislation, truth in sentencing, the stalking bill. We have focussed on major issues, and we will continue to make crime and violence and its prevention, as well as protecting people, a major priority in this Commonwealth.

(Applause.)

MR. HARSHBARGER: But we must also strike at the root causes of crime. You know as well as I do that some of the best public protection and public safety tools are some of the most basic, a good, quality education.

(Applause.)

MR. HARSHBARGER: Hope for our young people for the future, the chance for a paying job, real jobs for real employment opportunities. These are not just slogans. These are realistic, cost-effective, long-term solutions to our crime problem.

And as Attorney General, I intend to continue to prosecute and punish, but I also intend as a prosecutor to support early intervention, early education and economic development action as

the solution to our crime problem.

(Applause.)

MR. HARSHBARGER: And finally, I ask you, those of you who are familiar with what the Attorney General can and should do, to support the obvious, but it is that the Attorney General also has a broader responsibility as the protector and advocate, particularly for people who are poor and powerless and working men and women.

I will not abandon, even to win this election, my responsibilities and commitment to consumer protection, to protecting the elderly against financial exploitation and fraud, to protect the environment, to protect our elders from abuse in nursing homes, to insure the effective regulation of insurance, utilities and public charts and the enforcement of our labor laws.

These are not, as my opponent describes, feel-good programs. They are the responsibility of the Attorney General. And I will continue as Attorney General to protect you and your families in every area that you expect the Attorney General to improve the quality of your life.

(Applause.)

MR. HARSHBARGER: We have all been through a great deal together. And I know when people come to you and talk about what this movement has accomplished, people often say, well, that was the past. But the reality is the challenge is there even greater than they were before because we have a challenge and you have a challenge that is probably unlike any the labor movement has faced in this state for the last 50 years.

We must demonstrate the fact that the labor movement in this country has been on the side of every positive program that has made a difference, economically, socially, in terms of education, that has made and given people the opportunity for equal justice, equal access to education, to employment and to the American dream, that that is not just history.

It is today, even more important, that the labor movement and its leadership that you represent, speak for and to the reality that working men and women in Massachusetts today need you now more than ever. And I believe that

together, we will also show this is not a quaint and outdated notion, but that together, we can fight them together, my friends, on behalf of the working men and women of Massachusetts, our children, people of color, people of different cultural and linguistic backgrounds, all those people who are paying the price for inequitable social and economic policies in this country. On their behalf, we must fight them together. And we will and we must win.

Thank you very much.

(Applause.)

MR. FAHERTY: I'm going to call Bobby Haynes up to the podium, please.

MR. HAYNES: Thank you, Joe. Thank you, Scott, for giving us the short version of your speech. We appreciate that. As Scott said, we must work together as a team to make sure that the entire ticket wins in November.

I want to say a few things about the graduated income tax before I bring Jim Braude up here. Nadine and Julie, they're working in the western part of the state here.

(Applause.)

MR. HAYNES: And we always complain about materials, there are never enough materials and they're hard to get or whatever. We have about 50,000 pieces of the graduated income taxes up front and three or four five boxes down back. Please take as much as you need back to your local. If you don't, Nadine and Julie are going to have to carry it back to headquarters. So, make sure you take the material before you leave today.

The next speaker is well known to everybody in the room here. He's an articulate spokesperson. He's a witty person. He's knowledgeable. He's passionate about issues affecting working people.

We're proud of the fact we have somebody of Jim's caliber that is a tireless worker. You hear him on the radio. You see him on TV. Jim Braude.

MR. BRAUDE: Thank you, Bob. Bob, how come you didn't walk me down the center aisle?

MR. HAYNES: Because you didn't run for governor.

MR. BRAUDE: Just one moment of personal privilege. I saw a number of you, and I

was bitching because I had to get up so early. I was bitching because I had to take my kid to school.

After seeing what these workers are doing and listening to guys like Jack, who has been arrested 28 times in his life, none of us have anything to complain about. And I hope you will join them in their crusade.

(Applause.)

MR. BRAUDE: Let me say one more nice thing. Every politician gets Joe, and they mean it. But I work with these guys every single day, and I can tell you that virtually nothing decent that happens in the state, nothing decent that comes out of my organization would even come close to happening if it weren't for the commitment and hard work of these two guys. And I really want to thank them.

(Applause.)

MR. BRAUDE: I'm the only living person with Haynes' car phone number. So, I can give you that, too.

How many -- be honest; raise their hands-- how many people are sick of hearing me talk

about the graduated income tax? The rest of you wouldn't pass.

Having said that, I'm going to give you Speech B, current events, as quickly as I can, because you've heard a lot of it if you read the Wall Street Journal. Somebody sent it to me from AFSCME in Washington.

The lead editorial was about the devious schemes to cut taxes for 92 percent of the people in Massachusetts brought to you, said the Wall Street Journal, by the usual unholy alliance of human services advocates, teachers and the AFL-CIO. So, you should be very proud.

I should also say, some of you heard me say it, my favorite moment in the whole campaign, I hear somebody bitching about. He says, "You know who is behind this thing?"

And the host says, "Who?"

"The AFL-CIO."

Current events, has been anybody seen our ads on television? It's real people, including a lot of your members. It says, "But some people are going to have to pay a little more," and a limousine rides across the stage.

Have you seen their ads yet? Let me tell you what their radio ad says. Quote, "Thousands of small business owners will pay more." Is that true?

VOICES: No.

MR. BRAUDE: It is true. What they didn't say is tens of thousands of small business owners, who are exactly like their customers, are going to pay less. Let's talk about their television commercial. Quote "There is no limit on how high taxes can go under 6 and 7." Is that true; yes.

The only new power we give this legislature is when they raise their taxes or cut taxes to do it with sensitivity to the wallets of working people in Massachusetts. So, why can't they get it out of themselves to tell the truth because what the hell are you going to say bad about a plan even Bill Weld says will protect services for a hundred percent, not one firefighter out of his station house, not one teacher out of a classroom. But they can afford to say whatever they want because they've raised two million bucks, 94 percent of it from major corporations, even

though this won't add a nickel to the bottom line of any corporation in Massachusetts; the same people who brought you prevailing wage repeal, Question 3 and attempt to repeal the Blue Laws, who were laying off workers at Raytheon and -- I see Arthur and Arthur here -- found 15,000 to stop a tax break for those very same workers.

At Digital they laid off 20,000 workers. He got a 20 percent increase last, Bob Palmer, to a mere 10.1 million dollars. Couldn't spend a penny of his own money to stop this, spending 50,000 bucks of corporate money to stop a tax break for 92 percent of his current and former employees. It is immoral, pure and simple.

Now, I'm doing my short version, too, Joe. One more person I want to talk about, Paul Tsongas against us. Let me tell you about a discussion between Paul Tsongas and Mitchell Kirksman, the proposal that's going to kill business. He's head of the fastest growing software company in America.

Paul Tsongas says to Mitchell, You know and I know, we know the names of business leaders who are going to move to North Carolina the

second the graduated income tax passes." Pause.

Mitchell Kirksman, "But Mr. Tsongas, North Carolina has a graduated income tax."

(Applause.)

MR. BRAUDE: The mission in 1994 is like the mission was when we devoted Question 3, the unbeatable in 1990, relentlessly market the facts while they attempt to pedal fear. It's that simple. And trust the public to be wise enough and mature enough and smart enough to do the right thing.

The tax system is broken. You've heard me say this before. A family four, making 20,000 a year gets taxed on the same basis as millionaires do in Massachusetts, middle income families, one and a half times as much. And if you read Business Week, which I also never do, the cover story, "the business of inequality, how the gap between rich and poor is hurting our economy in America."

No. 2, it's political value. I'm told Mark Roosevelt passionately defended this yesterday. Good for him.

Bill, I'll be with the 92 percent,

you be with the eight percent. Bill, you explain to us, and we did a local impact study the other day, why you're against tax relief for 97 percent of the people in Worcester, 98.5 percent of the people in Springfield, 99 percent of the people in Fall River and New Bedford. You know why? Of course everybody knows why.

When Mark Roosevelt begins to hang this around Weld's neck, the public, even his supporters, will understand, as they do in their hearts, that this is a governor who doesn't have the foggiest idea of what life is like. The grad tax can help expose that fatal flaw in Bill Weld.

What do we need you to do? I really can't talk any faster than this. We'll take whatever you can. We're going to beat them. But please take this literature. We have a million copies, about 50,000 here. Give them to all your members.

Our job is to organize and educate the public about our opponents. If our members and their families and their friends vote yes, we win this thing. We don't have to go after everybody else. Please take this literature before you

leave.

Do a visibility before or after work at your workplace. We have thousands of signs. We have thousands of signs on sticks. Ask Nadine or Julie to deliver them to you. And before you go to work or your members do, stand outside with a sign. Afterwards, do the same.

When I saw a Kennedy and "Yes on 6 and 7" signs, it really did a lot for me. I'm going to close on something.

Every candidate for office and anybody working on a ballot campaign, his other job is to convince you nothing is more important than their issue. I have news for you, this is not the most important issue in 1994.

Let me tell you what I think you've got to do. My last job was as president of the United Auto Workers & Secretaries around the country representing poor people. In 1980 when Reagan was elected, he said one of his priorities was to eliminate, defund legal services for the poor. He's the one that started kick the crap out of public employees and poor people.

One human being in the Congress stood

up from Day 1 and insured that Reagan left office in 1988. He said it in Time Magazine, his defeat was the survival of the legal services for the poor in America. Do you know who that one person was?

VOICES: Kennedy.

(Applause.)

MR. BRAUDE: At the same time, there was an attempt in the House of Representatives in 1984 to make legal services employees, we were private workers, the first private employees in the United States of America to have our right to strike selectively taken away. We just finished 13 weeks New York City.

Do you know who insured in the Congress that horrible precedent didn't take place, the greatest friend of working people. I knew that in 1980, I knew it in '88.

As some of you know, I've just finished adopting with my wife two kids from China. When I hold my two-and-a-half-year-old and six-month-old, I think how critical it is for people like us to follow the guidance of the person who said a few years ago, when our kids are at risk, we all must become risk-takers.

(Applause.)

MR. BRAUDE: The leading risk-takers in this state are in this room, and I know you share my view which is, I don't want my kids to grow up in a world with Mitt Romney. I don't want my kids to grow up in a world without Ted Kennedy.

If people in this room do their job, they won't have to. Thanks very much.

(Applause.)

MR. FAHERTY: As usual, I asked Jim this morning, I asked Jim to get here early. And he patiently sat and patiently sat. Thank you very much, Jim.

An announcement before you go today, you see a lot of Kennedy signs around the hall. We also have them outside, we've got, I think there's 10,000 bumper stickers. We asked the campaign last night to get us some bumper stickers not only for you but for your members.

I'd like to see them on just about every car going down the Pike for those who are leaving The Golden West. There are signs outside and there are also lawn signs.

Yesterday, you heard Rich Walsh, who

is the national director of COPE of the AFL-CIO. And today, we have the New England regional director of COPE, Mike Noonan. Mike.

MR. NOONAN: Thanks, Joe. I'm going to keep my remarks short because actually, yesterday afternoon when I was sitting here listening to my boss, he talked about 75 percent of the things that I have in my remarks. So, in the interests of time and also in saving some of your patience, it's a pleasure to be here.

We have worked a lot here in Massachusetts in the past several years and especially the last six months with the active support and urging of your state leadership of Joe and Bobby. And I'm very pleased to say that you have a program, as Bobby outlined in his report, that is the envy of a lot of states both around the region and around the country.

My responsibility here today is to very quickly review the political situation on a national level and also discuss its ramifications here in Massachusetts. And I for one will not do something that everyone else has done this morning, although it's very important, and that is, talk

about the senate race, because I think they've stressed that. And I think the program we have is very important and will succeed in getting our members and family and friends out to vote with regards to that.

We all know the current record with regard to the Congress. With a majority support on some of the issues that have been on our agenda for a number of years, family and medical leave is now the law of the land, long overdue. Federal employees now have full rights as citizens, which they didn't have up until last year. And we finally have a budget in place which puts average working people first and not corporate executives and the wealthy.

In addition, we've had an administration that has rescinded executive orders that have basically stifled the rights of working people to operate in the workplace and also as citizens; rescinded the executive order that outlawed the hiring of any federal jobs for members of PATCO. It rescinded that hideous directive that dealt with contractors that were required to post signs saying how workers can avoid joining unions.

And it also dealt with issues in regards to the application of employment laws and safety laws for federal workers in a number of agencies.

In addition, we've also finally passed, with the assistance of the state AFL-CIO, passed the enabling state legislation to create Motor Voter, which should strengthen our ability to get as many people eligible to vote by November 8 of this year.

We have not gone without our setbacks. The NAFTA agreement was not what we wanted and we all know it. In addition, health care reform has once again been allowed to sink by the will of a minority instead of the benefit of the majority. And striker replacement's recent loss on a filibuster vote by our dear friend, Bob Dole of Kansas, and his Republican cohorts, sets us back a little more, but we'll be back next year.

Let's look at the overall picture. On the national level, we need to look toward the present and the future and not dwell upon the past if we're going to benefit our members and their families.

In the Senate, there are six

democrats who are either retiring or seeking other office versus only two Republicans in Congress. There are 11 more democrats up for reelection. And in the U.S. House of Representatives, there are already 11 either open or unchallenged democratic house seats versus Republicans.

I remind you of the statistics that Rich gave you yesterday. The party in power in the White House loses in the off-year election, of which we're going into in 1994, an average of 20 seats since the Second World War. A shift of 20 seats actually realized 40 votes because it's 20 less for us and 20 more for them.

In the senate, we have a majority of 56 to 44. That makes our job tremendous. And with approximately five and a half to six weeks of real working time available to us, the time very short. We need to focus on these races. We need to remember that nothing is taken for granted this year.

No one thought the Speaker of the House would only get 35 percent of the vote in a primary in the State of Washington. It's the lowest that has ever happened for a sitting Speaker

of the House but that happened just about 10 days ago. And when the Speaker of the House is in trouble, all our friends are in trouble, regardless of their political affiliation.

We also need to look at our friends running, people like John Oliver, Richie Neal from here in Springfield, Barney Franks, Joe Moakley and John Tierney, who is trying to unseat someone we all know has a record that none of us are proud of as workers and citizens in that district.

Let's look at the governor's race. We all know Bill Weld's record. I would like to say on November 9 that we have increased the unemployment rate in the State of Massachusetts by one, that person being Bill Weld.

(Applause.)

MR. NOONAN: Mark Roosevelt has a proven record, but we do need to get behind him. Nothing is impossible if we get together.

I share with you one experience. A group of labor people got together in 1991 and went into the State of Pennsylvania for a special election. Our endorsed candidate was 44 points down. On election night, he won by nine percentage

points. It can be done when labor gets involved.

The senate race, we all know where we are. We have somebody, and the tape showed it this morning, that doesn't like workers, doesn't like their families, doesn't like health care coverage for all. And we have a 32-year proven friend.

Do not believe anything that you hear that, oh, he'll win. He's not going to win unless we get involved.

I am proud to say after a number of sessions that the state federation has chosen to do a very extensive program. And Richie Rogers has asked me to outline it; very fixed target mailing, five-color mail that will be done on behalf of our endorsed candidates throughout the state. And that was at the decision of the two leaders in the state AFL-CIO that went into this program.

In addition to that, to supplement the local calls I know all of you will be involved in, they have chosen to get into computerized phone programs to in regards to candidates. This does not come without a cost. They basically looked at the bottom line and lobbied heavy, the people in Washington and myself to make sure they get

involved.

This is probably, along with the voter file we recently received, one of the stronger COPE programs that will be out in the field in this election in a number of years. And I want to thank them personally for lobbying and getting that program together.

(Applause.)

MR. NOONAN: But it doesn't end there. A letter from Joe Faherty and Bobby Haynes or a phone call from Richie Rogers doesn't make the difference. Where the real power is, and you've heard this before, is with you. We need local union involvement. We need local unions sending out mail on behalf of our endorsed candidates, on behalf of our ballot questions to make sure that they understand that the local is behind it. We need to get direct mail.

Lists are available through Richie's office to make phone calls. Plant gate leaflet material will be made available. And ultimately, we need to turn out our members, their families and their friends on election day.

If labor does not get involved on

November 8, the results are going to be the enemies of labor are going to make the decision on who represents us for the next two, four or six years, depending on the office. So, don't come back to us if you chose not to get involved at the local level, the Central Labor Council level, and, hopefully, with national COPE when you don't like the results that happen, because the only person you can blame, you can look in the mirror and blame yourself.

Joe, I want to thank you very much.

(Applause.)

MR. FAHERTY: Thank you, Mike. I want to congratulate the delegates that have been in the hall throughout this yesterday and today for their courtesy that they've given the speakers.

We have one more speaker to go. And we hope that that courtesy is extended to that person also. Tom Davis, the Secretary of Labor's representative, Tom worked out of the office of Senator Lahey. And since he has become the secretary's rep in this area, he has been very, very accessible to our office. And to bring the greetings of the Secretary of Labor, I would ask

that Tom Davis come to the podium. Tom.

(Applause.)

MR. DAVIS: There are some real powerful speakers here. So, I will try to keep it short.

First of all, I've been here about nine months, and I want to thank publicly Joe Faherty for all the courtesies extended to me. He and his staff have just been aces.

Our goal, my goal when I came into this office was to establish, perhaps I should say, reestablish, the ties of the office with organized labor. That has been our No. 1 goal.

And over the last three or four weeks, we have been at every convention in each and every New England state. And we will not only do that this year. We will be at your conventions in the spring and your meetings along the way. And we hope we can talk and move out into the future as friends.

We've also established, the office has also established the working relationship with the entire Massachusetts delegation and, of course, especially with Senator Kennedy who is chairperson

of the Education & Labor Committee, as you all know. And working with him and his magnificent staff has been just a joy for us.

This has been a tough year for labor and for the administration. We've lost some.

Perhaps, as I say in my notes, our reach exceeded our grasp. Particularly, the failure of striker replacement and health care reform have cut at all of us, but I think we perhaps want to make sure we don't overlook the accomplishments of this administration, which has come in after so many years of others in power, who talks austerity but generates deficits.

This administration has cut the deficit 250 billion dollars, has raised income tax on the wealthiest Americans 1.2 percent and has cut taxes for 15 million working families, has produced 4.3 million new jobs, has made 20 million Americans eligible to refinance college loans at lower interest rates, passed the Brady Bill, passed a crime bill that will put a hundred thousand new police on the street.

So, if we don't have all we want, I think we need to lock arms and move ahead and say

that the job is not done. We need to reestablish the fire and the energy that began in the beginning. And I think with the help of you, with organized labor, that will happen.

I bring the greetings to you of Secretary Reich. I hope some of you have had a chance to take a look at the Dunlop Report which clearly makes the point that we need to forge ahead and encourage formation of labor unions.

On that note, I will close and thank you very much for having me here. Thank you.

(Applause.)

MR. FAHERTY: I'd like to make Tom a presentation of "The Strike of '28." By the way, if the delegates have not read this, this is a great book of where we have been and where we have come from.

MR. DAVIS: Thank you very much.

MR. FAHERTY: I hope that you think this convention has been a good convention. I also want to thank the people who have done the work for us out there, the credentials committee and the sergeant-at-arms. Even though it's a very, very quiet job, you don't see them, they were here early

Wednesday, the sergeant-at-arms have been on the floor. And those are the people that do the work, talk the talk and do the walk. So, I want to thank them.

If you want to pick up the lawn signs, and don't forget to pick up your 6 and 7 booklets. There's thousands of them. Please, take those. Bring them to your membership.

At this time, I'm going to turn the podium over to Tommy Scanlan, but I'm going to adjourn the official part of this convention.

If I hear a motion.

VOICES: Seconded.

MR. FAHERTY: All in favor, say, "Aye."

VOICES: Aye.

MR. FAHERTY: Voting so carried. I will turn it over to the secretary-treasurer of the Union Label, Tommy Scanlan. And we're one minute early.

(11:59 a.m.)

C E R T I F I C A T E

COMMONWEALTH OF MASSACHUSETTS

Suffolk, ss.

I, Lauren M. Cantalupa do hereby certify that the foregoing Pages 1-74 to be a true, complete and accurate transcript of the proceedings held at the time and place hereinbefore set forth, to the best of my knowledge, skill and ability.

Lauren M. Cantalupa

Lauren M. Cantalupa

Registered Professional Reporter

Notary Public

My Commission Expires: 8/9/96